

RESOLUTION NO. 20-34

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LANCASTER, AMENDING RESOLUTION 19-38 ESTABLISHING TERMS AND CONDITIONS OF EMPLOYMENT AND A COMPENSATION SCHEDULE FOR NON-REPRESENTED REGULAR AND PROBATIONARY EMPLOYEES OF THE CITY AND AMENDING RESOLUTION 19-06 AND 19-07 ESTABLISHING TERMS AND CONDITIONS OF EMPLOYMENT AND A COMPENSATION SCHEDULE FOR REPRESENTED REGULAR AND PROBATIONARY EMPLOYEES AND AMENDING RESOLUTION 17-35 BY AMENDING THE CLASSIFICATION AND COMPENSATION SCHEDULE FOR TEMPORARY EMPLOYEES

WHEREAS, the City Council is desirous of amending the Classification and Compensation Schedule for Represented and Non-Represented Full Time Employees and Temporary Employees; and

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF LANCASTER DOES HEREBY RESOLVE, DETERMINE AND FIND AS FOLLOWS;

Section 1. The 5000 series employee group and the following Tier 1 (employees hired in the following positions on or before June 30, 2019) classifications are established in the Hourly Compensation Schedule as follows:

<u>Classification</u>	Effective 07/2020
Administrative Assistant	\$23.72-\$31.90
Technician II	\$27.51-\$36.99

Cost of Living and Merit increases are deferred. Wages are listed as unchanged from Fiscal Year 2019-2020 amounts.

Section 2. The 5000 series employee group and the following Tier 2 classifications are established in the Hourly Compensation Schedule as follows:

<u>Classification</u>	Effective 07/2020
Technician I	\$21.94-\$29.26
Officer	\$21.94-\$29.26
Administrative Assistant	\$21.94-\$29.26
Technician II	\$25.60-\$34.13

Cost of Living and Merit increases are deferred. Wages are listed as unchanged from Fiscal Year 2019-2020 amounts.

Section 3. The 4000 series employee group and the following Tier 1 (employees hired in the following positions on or before June 30, 2019) classifications are established in the Monthly Compensation Schedule as follows:

<u>Classification</u>	Effective 07/2020
Specialist I	\$4,651.46-\$6,255.70
Specialist II	\$5,262.72-\$7,077.75
SR Specialist	\$5,667.41-\$7,621.97
Purchasing Agent	\$5,667.41-\$7,621.97
Accountant	\$5,667.41-\$7,621.97
Supervisor I	\$5,667.41-\$7,621.97
Inspector	\$5,667.41-\$7,621.97
Engineering Technician	\$5,954.30-\$8,007.86
Supervisor II	\$6,255.70-\$8,413.22
Senior Inspector	\$6,572.40-\$8,839.14
IT Analyst I	\$6,255.70-\$8,413.22
Senior Engineering Technician	\$6,572.40-\$8,839.14
Coordinator III	\$6,736.70-\$9,060.12
IT Analyst II	\$6,905.09-\$9,286.61

Cost of Living and Merit increases are deferred. Wages are listed as unchanged from Fiscal Year 2019-2020 amounts.

Section 4. The 4000 series employee group and the following Tier 2 classifications are established in the Monthly Compensation Schedule as follows:

<u>Classification</u>	Effective 07/2020
Specialist I	\$4,437.40-\$5,916.54
Sr. Administrative Assistant	\$5,071.32-\$6,761.76
Specialist II	\$5,071.32-\$6,761.76
Coordinator I	\$5,071.32-\$6,761.76
Assistant City Clerk	\$5,705.23-\$7,606.98
Inspector	\$5,705.23-\$7,606.98
Engineering Technician	\$5,705.23-\$7,606.98
SR Specialist	\$5,705.23-\$7,606.98
Purchasing Agent	\$5,705.23-\$7,606.98
Accountant	\$5,705.23-\$7,606.98
Supervisor I	\$5,705.23-\$7,606.98
Coordinator II	\$5,705.23-\$7,606.98
Senior Inspector	\$6,339.15-\$8,452.20
Sr. Engineering Technician	\$6,339.15-\$8,452.20
Supervisor II	\$6,339.15-\$8,452.20
Coordinator III	\$6,339.15-\$8,452.20
Planner	\$6,339.15-\$8,452.20
Analyst	\$6,339.15-\$8,452.20

IT Analyst I	\$6,339.15-\$8,452.20
Senior Coordinator	\$6,973.06-\$9,297.41
Senior Analyst	\$6,973.06-\$9,297.41
IT Analyst II	\$6,973.06-\$9,297.41
Senior IT Analyst	\$7,606.98-\$10,142.63
Engineer	\$7,606.98-\$10,142.63

Cost of Living and Merit increases are deferred. Wages are listed as unchanged from Fiscal Year 2019-2020 amounts.

Section 5. The 3000 series employee group and the following Tier 1 (employees hired in the following positions on or before June 30, 2019) classifications are established in the Monthly Compensation Schedule as follows:

<u>Classification</u>	Effective 07/2020
Planner	\$6,107.33-\$8,550.61
Analyst	\$6,339.15-\$8,452.20
Senior Analyst	\$6,576.75-\$9,208.38
Senior Coordinator	\$7,083.37-\$9,915.54
Senior Planner	\$7,441.16-\$10,417.45
Senior IT Analyst	\$7,606.98-\$10,142.63
Engineer	\$7,606.98-\$10,142.63
Manager	\$8,013.81-\$11,219.48

Cost of Living and Merit increases are deferred. Wages are listed as unchanged from Fiscal Year 2019-2020 amounts.

Section 6. The 3000 series employee group and the following Tier 2 classifications are established in the Monthly Compensation Schedule as follows:

<u>Classification</u>	Effective 07/2020
Executive Assistant	\$5,705.23-\$7,606.98
Senior Planner	\$7,606.98-\$10,142.63
Manager	\$8,240.89-\$10,987.85
Chief Building Official	\$8,874.80-\$11,833.07
Senior Engineer	\$8,874.80-\$11,833.07
City Clerk	\$10,142.63-\$13,523.51
Assistant City Attorney	\$10,142.63-\$13,523.51
Senior Manager	\$10,142.63-\$13,523.51

Cost of Living and Merit increases are deferred. Wages are listed as unchanged from Fiscal Year 2019-2020 amounts.

Section 7. The 2000 series employee group and the following Tier 1 (employees hired in the following positions on or before June 30, 2019) classifications are established in the Monthly Compensation Schedule as follows:

<u>Classification</u>	Effective 07/2020
Director	\$11,356.97-\$17,037.31

Cost of Living and Merit increases are deferred. Wages are listed as unchanged from Fiscal Year 2019-2020 amounts.

Section 8. The 2000 series employee group and the following Tier 2 classifications are established in the Compensation Schedule as follows:

<u>Classification</u>	Effective 07/2020
Director	\$12,678.29-\$16,904.39
Senior Director	\$13,451.36-\$17,935.15
Assistant City Manager	\$15,461.33-\$20,615.11

Cost of Living and Merit increases are deferred. Wages are listed as unchanged from Fiscal Year 2019-2020 amounts.

Section 9. The 6000 series employee group and the following classifications are established in the Hourly Compensation Schedule as follows:

<u>Classification</u>	Effective 07/2020
Maintenance Worker I	\$20.45-\$27.50
Custodian	\$20.96-\$28.19
Utility Maintenance Worker I	\$21.49-\$28.90
Maintenance Worker II	\$22.58-\$30.36
Senior Custodian	\$23.15-\$31.12
Utility Maintenance Worker II	\$23.72-\$31.90
Light Equipment Mechanic	\$23.72-\$31.90
Facilities Maintenance Worker	\$23.72-\$31.90
Lead Maintenance Worker	\$24.54-\$34.35
Groundskeeper	\$26.84-\$36.09
Heavy Equipment Mechanic	\$26.84-\$36.09
Lead Utility Maintenance Worker	\$26.84-\$36.09
Traffic Signal Technician	\$28.19-\$37.92
Lead Mechanic	\$29.62-\$39.84
Traffic Signal Electrician	\$37.92-\$51.00

Cost of Living and Merit increases are deferred. Wages are listed as unchanged from Fiscal Year 2019-2020 amounts.

Section 10. The 7000 series employee group and the following classifications are established in the Hourly Compensation Schedule as follows:

<u>Classification</u>	<u>Effective 07/2020</u>
Code Enforcement Officer I (hired on or before January 31, 2019)	\$33.18-\$44.41
Code Enforcement Officer II (hired on or before January 31, 2019)	\$36.44-\$49.02
Tier 2*	
Code Enforcement Officer I (hired on or after February 1, 2019)	\$29.72-\$39.98
Code Enforcement Officer II (hired on or after February 1, 2019)	\$32.80-\$44.12

*All City employees that were hired on or before January 31, 2019 that are promoted or transferred to a Code Enforcement Officer position will be placed in Tier 2 classification and pay grade.

Section 11. The Temporary employee group and the following classifications are removed from the Temporary Hourly Compensation Schedule:

<u>Classification</u>	<u>Pay Rate</u>
Rec Leader I	\$13.00
Maintenance Aide I	\$13.00
Graphic Aide	\$13.00
Lifeguard	\$13.00
Clerical Aide/Typist	\$13.00
Park Ranger	\$13.00
Rec Leader II	\$13.00-\$14.36
Maintenance Aide II	\$13.00-\$14.36
Stage Assistant I	\$13.00-\$14.36
Lifeguard /Water Safety Instructor	\$13.31-\$15.00
Rec Leader III	\$14.68-\$16.53
Sr. Maintenance Aide	\$14.68-\$16.53
Senior Lifeguard	\$15.29-\$17.22
Senior Park Ranger	\$15.29-\$17.22
Administrative Trainee	\$16.16-\$18.19
Art Program Specialist	\$16.16-\$18.19
Stage Assistant II	\$17.56-\$19.78
Pool Manager	\$19.13-\$21.55
Stage Assistant III	\$20.22-\$22.77

Section 12. The 8000 series employee group classifications are established in the Temporary Hourly Compensation Schedule as follows:

<u>Classification</u>	Effective 07/2020			
	Step 1	Step 2	Step 3	Step 4
Recreation Program Leader	\$13.00	\$13.65	\$14.33	\$15.05
Sr. Recreation Program Leader	\$15.80	\$16.59	\$17.42	\$18.29
Art Program Leader	\$13.00	\$13.65	\$14.33	\$15.05
Sr. Art Program Leader	\$15.80	\$16.59	\$17.42	\$18.29
Lifeguard	\$13.00	\$13.65	\$14.33	\$15.05
Sr. Lifeguard	\$15.80	\$16.59	\$17.42	\$18.29
Sr. Aquatic Program Leader	\$19.21	\$20.17	\$21.18	\$22.23
Special Events Assistant	\$13.00	\$13.65	\$14.33	\$15.05
Technical Assistant	\$15.80	\$16.59	\$17.42	\$18.29
Sr. Technical Assistant	\$19.21	\$20.17	\$21.18	\$22.23
Stage Assistant	\$13.00	\$13.65	\$14.33	\$15.05
Sr. Stage Assistant	\$15.80	\$16.59	\$17.42	\$18.29
Media Assistant	\$15.80	\$16.59	\$17.42	\$18.29
Sr. Media Assistant	\$19.21	\$20.17	\$21.18	\$22.23
Maintenance Assistant	\$13.00	\$13.65	\$14.33	\$15.05
Sr. Maintenance Assistant	\$15.80	\$16.59	\$17.42	\$18.29
Facilities Assistant	\$13.00	\$13.65	\$14.33	\$15.05
Sr. Facilities Assistant	\$15.80	\$16.59	\$17.42	\$18.29
Ranger	\$13.00	\$13.65	\$14.33	\$15.05
Sr. Ranger	\$15.80	\$16.59	\$17.42	\$18.29
Undergraduate Intern	\$19.21			
Graduate Intern	\$22.23			
Office Assistant	\$13.00-\$22.23			
Project Assistant	\$20.00-\$45.00			

Section 13. Floating Holidays. Effective 7/1/20, two (2) additional floating holidays (based on the employee's regular work day schedule) shall be credited to each full-time unrepresented and Teamster 911 represented employee and must be used prior to 12/31/20. This is a one-time 2020-year award and floating holidays shall not carryover.

Section 14. Continuation of Other Benefits. All other existing benefits for 8000 series, 7000 series, 6000 series, 5000 series, 4000 series, 3000 series and 2000 series employees not conflicting with the above changes shall remain in effect until changed by the City through appropriate City Council action.

Section 15. Side Letter with CALIFORNIA TEAMSTERS, PUBLIC, PROFESSIONAL AND MEDICAL EMPLOYEES UNION. The City Manager is hereby authorized to negotiate and execute a side letter with CALIFORNIA TEAMSTERS, PUBLIC, PROFESSIONAL AND MEDICAL EMPLOYEES UNION pursuant to the Memorandum of Understanding (MOU) between the City of Lancaster and California Teamsters, Public, Professional and Medical

Employees Union 911 January 1, 2019-December 31, 2021, deferring Cost of Living and Merit increases for Fiscal Year 2020-2021.

Section 16. Any Resolutions in conflict with provisions stated herein shall be considered superseded by the provisions contained within this Resolution.

PASSED, APPROVED, and ADOPTED this 23rd day of June, 2020, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST:

APPROVED:

ANDREA ALEXANDER
City Clerk
City of Lancaster

R. REX PARRIS,
Mayor
City of Lancaster

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss
CITY OF LANCASTER)

CERTIFICATION OF RESOLUTION
CITY COUNCIL

I, _____, _____ City of Lancaster, CA, do hereby certify that this is a true and correct copy of the original Resolution No. 20-34, for which the original is on file in my office.

WITNESS MY HAND AND THE SEAL OF THE CITY OF LANCASTER, on this _____ day of _____, _____.

(seal)
